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199TH INFANTRY (LEADER DEVELOPMENT) BRIGADE
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FORT BENNING, GA 31905

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MEMORANDUM FOR RECORD

SUBJECT: Armor Basic Officer Leader Course Individual Student Assessment Plan (ISAP)

1. References.

- a. Army Regulation 600-9 The Army Body Composition Program, 28 June 2013
- b. TRADOC Regulation 350-10 Institutional Leader Training and Education, 12 August 2002
- c. TRADOC Regulation 350-18 the Army School System, 21 July 2010
- d. TRADOC Regulation 350-36 Basic Officer Leaders Course Training Policies and Administration, 13 January 2014
- e. TRADOC Regulation 350-70 Army Learning Policy and Systems, 6 December 2011
- f. TRADOC Pamphlet 350-70-5 Systems Approach to Training: Testing, 20 August 2004
- g. FM 3-20.21 Heavy Brigade Combat Team (HBCT) Gunnery, 3 September 2009
- h. FM 3-22.9 Rifle Marksmanship, M16-/M4-Series Weapons (INCL C1), 12 August 2008
- i. FM 7-22 Army Physical Readiness Training (INCL C1), 26 October 2012
- j. AR CMTD Memorandum: Physical Demands for Armor Basic Officer Leader Course, Area of Concentration (AOC) 19A, 15 November 2013

2. Purpose. This memorandum outlines the training methodology and assessment plan for the Armor Basic Officer Leaders Course.

3. Expectations. I expect an ABOLC Lieutenant to be disciplined, physically fit and mentally prepared for training. He should be educated (possessing the ability to write and speak effectively), eager to learn and succeed (well motivated and confident), accountable for proficiency at Army pre-commissioning tasks, and physically fit (able to score a 270 or above on APFT with 90 points minimum in each event).

4. Training Methodology. The ABOLC training methodology establishes a logical progression from fundamental skills at the individual level through crew competency to platoon-leading proficiency. This natural progression develops skills and abilities in a way that also supports the positive development of professional attributes.

5. Assessment Plan. ABOLC Students are assessed according to objective and subjective criteria throughout the course. Lieutenants are professionally evaluated by subject matter experts (SMEs) on academic performance, peer evaluations, and performance during gate events at the end of each phase. Student performance determines progression to the next phase of training.

a. Objective Evaluations. Objective evaluations reflect a lieutenant's ability to perform tasks required of an Armor Officer. These evaluations have an associated grade-point value or standard that must be met. Failure to meet the standard on an objective evaluation is indicative of a failure to understand/apply fundamental knowledge required for success in the Armor Branch. Objective evaluations during ABOLC include:

- (1) The Army Physical Fitness Test Phase I & III (performance-based)
- (2) Weapons Qualification (performance-based)
- (3) Tank and Light Cavalry Gunnery Skills Tests (performance-based)
- (4) Obstacle Course (performance-based)
- (5) Five Mile Run (performance-based)
- (6) AGTS Gate to Live Fire (performance-based)
- (7) 24 Kilometer Foot March (performance-based)
- (8) Tactics Examination (performance-based)

b. Subjective Evaluations. Lieutenants are professionally evaluated throughout the duration of the course. Performance assessments are conducted by ABOLC cadre who are SMEs and experienced members of the profession. Lieutenants are assessed relative to their demonstrated ability to meet the professional performance outcomes of the course. It is incumbent upon the student to demonstrate progress relative to the application of skills taught during each phase. A student's performance will be characterized in accordance with the following system:

(1) Unable: Unable to perform without specific instructions and directives from cadre. Apathetic, indiscipline, or requires excessive cadre assistance to meet minimum requirement.

(2) Novice: Recognizes doctrinal facts and procedural rules. Responds correctly when provided a specific stimulus or directive. Requires assistance adapting fundamentals to new context.

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(3) Able: Recognizes fundamental requirements and situational elements that effect performance. Improves own performance through cadre feedback and self-assessment.

(4) Proficient: Able to quickly recognize the most important elements of a new context or new conditions. Individual performance and decision-making is confident and effective and reflect strong contextual understanding of the intent.

6. Assessment Plan by Phase.

a. Phase I: (Individual Phase). During Phase I, lieutenants must demonstrate: ability to move tactically as an individual (dismounted); ability to engage targets with assigned individual weapon system (M4 Rifle); ability to communicate professionally/tactically (send/receive reports using a radio). The student's ability will be continuously evaluated by the cadre IAW the subjective evaluation standards listed in paragraph 5b. In addition, the following evaluations will be conducted during Phase I:

(1) Army Physical Fitness Test (APFT) (PASS/FAIL). The APFT will be administered IAW FM 7-22 during the Phase I Gate Event. The score on the APFT will reflect in the Officer's overall academic score and will contribute to the selection of the "Ironman Award" winner. Failure to pass the APFT during Phase I will result in an automatic dismissal from training.

(2) M4 Weapons Qualification (PASS/FAIL). Each lieutenant must qualify with IAW standards outlined in FM 3-22.9, CHG 1, 12 August 2008. Officer must achieve 23 target hits out of 40 target exposures during the live fire tables.

(3) Five Mile Run (PASS/FAIL). Each lieutenant must complete a 5 – mile run on improved surface roads with-in 45 minutes.

(4) Obstacle Course (PASS/FAIL). Each lieutenant must negotiate and complete an obstacle course once while attending ABOLC. The course contains 15 – 24 obstacles such as inclining wall, high step over, weaver, horizontal bars, stop swing and jump, confidence climb, balancing log, low crawl wire, log jump, etc.

(5) Writing Requirement (PASS/FAIL). In conjunction with the ABOLC History Program, each lieutenant will submit a 1-2 page paper (in memorandum format). The topic for this paper will be outlined during History OPD #1 and the submitted writing assignment will be peer-evaluated during training IAW grading rubrics.

(6) Phase I Gate Event. The Phase I Gate Event assesses the student's ability in relation to the Phase I outcomes. The gate event contains both an objective and subjective assessment:

(a) Objective Assessment: Army Physical Fitness Test. see 6.a.(1).

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(b) Subjective Assessment: The lieutenant will demonstrate ability to apply the skills learned during Phase I on an event that will test land navigation fundamentals, reporting, marksmanship, and physical fitness. Lieutenants that are demonstrably weaker than their peers or those that cannot apply the fundamental skills learned in Phase I (as assessed by the ABOLC cadre) may be recommended for recycle or, in the case of multiple recycles, elimination.

b. Phase II: (Crew Phase). During Phase II lieutenants must demonstrate ability at the following outcomes: perform pre-fire checks of the automotive and turret systems and perform an operational assessment of the equipment utilizing the proper Technical Manuals and record findings on appropriate maintenance worksheets; move mounted (in a tank or reconnaissance platform); accurately employ direct fire systems to engage and destroy targets; ability to assess, prioritize, and communicate as a member of an armored vehicle crew (crew drills); and the ability to evaluate terrain and anticipate contact. The student's ability will be continuously evaluated by the cadre IAW the subjective evaluation standards listed in paragraph 5b. In addition, the following evaluations will be conducted during Phase II:

(1) Advanced Gunnery Training System (AGTS) (PASS/FAIL). The officer receives a performance assessment on his ability to apply the fundamentals of M1A1/A2 Gunnery utilizing the Advanced Gunnery Training System simulator. Each lieutenant must proficiently demonstrate his ability to safety, accurately, and proficiently engage and destroy enemy targets in the simulator prior to conducting Tank Live Fire in Phase II.

(2) Bradley Advanced Training System (BATS) (PASS/FAIL). The officer receives a performance assessment on his ability to apply the fundamentals of M3A3 Gunnery utilizing the Bradley Advanced Training System simulator. Each lieutenant must proficiently demonstrate his ability to safety, accurately, and proficiently engage and destroy enemy targets in the simulator prior to conducting Live Fire prior to the Bradley Live Fire in Phase II.

(3) Gunnery Skills Test (PASS/FAIL). The officer conducts hands on performance exam covering 2 common tasks, 4 Abrams tasks and 3 Bradley tasks IAW standards published in FM 3-20.21. Successful completion of the Gunnery Skills Test is a prerequisite to participating in the Tank and Bradley Live Fire.

(4) Gunnery Table I (PASS/FAIL). The officer conducts hands on performance exam covering 4 common tasks, 4 Abrams tasks and 6 Bradley tasks IAW standards published in FM 3-20.21. Successful completion of the Gunnery Table I is a prerequisite to participating in the Tank and Bradley Live Fire.

(5) Tank and Bradley Live Fire (PASS/FAIL). As a Gunner/ Vehicle Commander, lieutenants will engage targets during daylight, limited visibility, and degraded conditions from a mounted platform (tank and reconnaissance platforms). Each lieutenant must proficiently demonstrate his ability to safety, accurately, and proficiently engage and destroy enemy targets prior to progressing to the Phase II Gate Event.

(6) Writing Requirement (PASS/FAIL). In conjunction with the ABOLC History Program, lieutenants will work as a crew (4-man team) to develop and submit a 2-3 page paper (in memorandum format). The topic for this paper will be outlined during History OPD #2 and the submitted writing assignment will be peer-evaluated during training IAW grading rubrics.

(7) Phase II Gate Event. The Phase II Gate Event assesses the student's ability in relation to the Phase II outcomes. The gate event contains both an objective and subjective assessment.

(a) Objective Assessment: Gunnery Skills Tests. See 6.b.(3) and Gunnery Table I. See 6.b.(4)

(b) Subjective Assessment: The lieutenant will be assessed on their ability to demonstrate mastery of the skills and abilities taught during Phase II and apply those skills and abilities to achieve the Phase outcomes. Lieutenants that are demonstrably weaker than their peers or those that cannot apply the fundamental skills learned in Phase II (as assessed by the ABOLC cadre) may be recommended for recycle or, in the case of multiple recycles, elimination.

c. Phase III: (Platoon Phase). During Phase III lieutenants must demonstrate ability at the following outcomes: ability to maneuver mounted/dismounted as a platoon, ability to employ and control platoon direct fire and indirect fire assets, ability to exercise mission command at the platoon level. The student's ability will be continuously evaluated by the cadre IAW the subjective evaluation standards listed above. In addition, the following evaluations will be conducted during Phase III:

(1) Armor/Recon Tactics Assessment (100 Points). This is an assessment of a lieutenant's ability to apply Armor Branch planning factors, tactical planning, and tactical communication to a series of tactical problems. It is a written activity by which cadre assess a lieutenant's readiness to perform productively in the subjective assessment described above in paragraph 5(a). The Officer must correctly answer 70% of the questions on the exam in the allotted time.

(2) 24 Kilometer Foot March (PASS/FAIL). The intent is to challenge the ABOLC student and develop the lieutenant's mental and physical toughness. The student must carry a rucksack with a minimum dry weight of 35 pounds. The 24 kilometer foot march will be conducted as a tactical movement.

(3) Writing Requirement (PASS/FAIL). In conjunction with the ABOLC History Program, lieutenants will work as a PLT (12-man team) to develop and submit a 3-4 page paper (in memorandum format). The topic for this paper will be outlined during History OPD #3 and the submitted writing assignment will be instructor-evaluated IAW grading rubrics.

(4) Prepare and Brief a Platoon Operations Order (OPORD) (PASS/FAIL). Lieutenants must demonstrate the ability to effectively develop and communicate a plan IAW the CO/TM OPORD.

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(5) Army Physical Fitness Test (APFT) (PASS/FAIL). The APFT will be administered IAW FM 7-22. The score on the APFT will reflect in the Officer's overall academic score. Failure to pass the APFT during Phase III will result in an automatic dismissal from training.

(6) Phase III Gate Event. The Phase III Gate Event will assess the student's ability in relation to the Phase III outcomes. The gate event contains both an objective and subjective assessment:

(a) Objective Assessment: Tactics Assessment. See 6.c.(1).

(b) Subjective Assessment: This is the capstone event in which the officer is evaluated on his ability to maneuver a platoon, control direct/indirect fires, perform mission command, maintain tactical security, and sustain continuous operations. Lieutenants that are demonstrably weaker than their peers or those that cannot apply the fundamental skills learned in Phase III (as assessed by the ABOLC cadre) may be recommended for recycle or, in the case of multiple recycles, elimination.

7. Peer Evaluations. Once per phase, students will formally assess their peers based on performance, participation, and motivation. The peer evaluations will be among the evaluation and selection criteria for awards listed in paragraph 11. Peer evaluations will be conducted transparently and professionally with the intent of enabling students to assist in the professional development of their fellow Officers. Repeated negative peer evaluations may result in counseling with the Troop or Squadron Commander.

8. Self-Study and Professional Development Requirements (PASS/FAIL). Throughout the course, lieutenants will be tasked with completing administrative requirements essential to future success as an Army Officer. The Officer must demonstrate understanding and use of the following Army Web Based Knowledge Centers: Army Knowledge Online (AKO) <https://www.us.army.mil/suite/designer> Army Training Requirements and Resource System (ATRRS) <https://www.atrrs.army.mil/> and the Army Learning Management System <https://www.lms.army.mil/Saba/Web/Main>. The officer must research, complete training and provide certificate of training to receive credit for the following courses/training. The officer's cadre will assist in registering for all on-line training.

- a. Additional Duty Safety Officer Course
- b. Composite Risk Management Operational Course
- c. Army Traffic Safety Program Course
- d. Information Awareness Training
- e. Army Specific Phishing Training

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9. Administrative Requirements:

a. Attendance: Students attend all instruction unless released by the Troop Commander. This includes medical and emergency issues. Any absence from class requires Troop Commander approval and/or Squadron Commander approval depending on the length of the absence. Excessive absences may result in recycle.

b. Height and Weight. All students reporting to their ABOLC classes must meet Army Height and weight standards in accordance with AR 600-9. Active duty students who fail to meet height/weight standards will not be entered into the course and will be placed in HHT until they meet Army standards. Reserve Component students who fail to meet height/weight standards will be returned to their home state.

c. APFT. Students must pass two record APFTs prior to graduation. Any Active Army student who does not pass a record APFT prior to graduation will be placed in a hold status until they pass the APFT or are processed from the Army. Any USAR or ARNG student who does not pass a record APFT prior to graduation will be processed from the course and returned to their parent unit.

10. Profiles and Medical Limitations:

a. In the case of students whose profile prevents them from taking the APFT or approved alternate APFT, the APFT requirement may be waived if the student in question has passed a record APFT within 1 year prior to the date of graduation from their final ABOLC or Direct Commission Course (DCC). If the student on profile does not have a record APFT within 1 year of graduation, they will be assigned to a medical hold status and recycled until they are able to pass the APFT.

b. Medical limitations. Commanders will determine participation in ABOLC following a medical evaluation and accompanying recommendations. The first colonel or designated lieutenant colonel in the chain of command will make the decision to recycle the student immediately or hold them at the ABOLC location pending medical treatment and recovery. In the case of RC students, consultation with USAR/ARNG liaison is required. Officers who are not medically capable of completing the ABOLC course will be referred for the Medical Evaluation Board and or military occupational specialty/Medical Retention Board process. If the officer has a temporary profile or medical issues, such as pregnancy, the officer will be put in a hold status until cleared to continue ABOLC training.

11. Opportunities to Excel: The following are additional awards presented during graduation that demonstrates an officer's commitment to excel and to excellence. To qualify for these awards, Officers must not have any first-time "NO-GOs" during evaluated training events:

a. Distinguished Honor Graduate - the top officer in the class according to academic standing.

b. Honor Graduate - The number two officer based on academic standing.

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c. Commandant's List- Officers ranked in the top 15% of the class. Receive "exceeded course standards" on the AER.

d. Iron Man- presented to the Officer who scores the highest on the Phase I Gate Event.

e. Top Gun- presented to the crew that scores the highest on the Phase II Gate Event.

f. Draper Leadership Award, sponsored by the Armor Association, is presented to the individual who demonstrated the best leadership throughout the course, based on peer evaluations, student instructors' feedback, and a troop board.

12. Counseling. Senior Platoon Trainers (Black 6s) will conduct written counseling with each of their assigned lieutenants at the end of every phase. The counseling form will specifically cite each lieutenant's strengths and weaknesses. Additionally, the counseling form must list a plan of action to enable the lieutenant to sustain or improve the lieutenant's performance.

13. Point of Contact. The POC for this memorandum is the 2-16 CAV Squadron S3 at 706-626-8333.



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Commanding